

# LEADERSHIP

*Leadership Training  
For A Better Community*

*York*

April 1, 2024

Dear Educator,

Leadership York will proudly celebrate the 18<sup>th</sup> anniversary of the Leadership for Diverse Schools (LDS) program in May. Eighteen years helping over 500 educators build culturally proficient communities in their districts and agencies so that all students can feel like they belong. During these 18 years we have explored best practices focusing on race, religion, gender, sexual orientation, socio-economic status, and trauma with the goal of helping all students feel accepted and respected.

We are looking to our 19<sup>th</sup> year (2024-2025) and making plans for an even better, more inclusive experience responding to the needs of educators during these challenging times. Attached you will find an application for the 2024-2025 LDS class and proposed calendar of sessions. We hope that you will share them with any colleague who may be interested.

The tuition fee is \$1,500, and Act 48 credit hours are available for teachers. For just \$33/class hour, educators can examine their biases, challenge the “status quo,” and learn effective practices to create positive, safe learning environments. A similar experience at a local graduate school would cost more than \$3000.

I am hoping we can include employees from your agency/district as part of the 2024-2025 LDS Class.

We look forward to hearing from you.

Sincerely,



Eric C. Hoffman  
Leadership for Diverse Schools Program Coordinator

# Leadership



FOR DIVERSE SCHOOLS

It's about **BELONGING.**

What is Leadership for Diverse Schools?

LDS is a Leadership York program for those who work with and for children. The goal is for participants to become aware of marginalized groups and create culturally proficient environments, so that all children feel like they belong and as a result can be more successful.

Who can participate?

Anyone who works with children, and anyone who creates policies for those working with children can participate..

When does LDS meet?

The program runs from September through May. Participants meet Tuesday evenings about once a month from 4:30- 7:45 PM in person.

How much does LDS cost?

Tuition for LDS is \$1500, usually paid by the employer.

What are the requirements for LDS?

Participants are expected to attend all nine class sessions in addition to the orientation session and a two-day retreat. Participants must also complete two implementation projects.

What topics are covered in LDS?

Class participants will explore marginalized groups: Blacks, Latinx, Asian, LGBTQ+, Economically Disadvantaged, and Trauma Inflicted. Leadership skills are analyzed, and the history of York is also reviewed.

“LDS was a wonderful experience and filled my professional cup in a way that has really challenged me. It’s helped me continue to find my voice and purpose in ways that will help me advocate for our kids and community,” Amande Sodl, Assistant Principal Northeastern High School, LDS Class of 2023.



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## **Class of 2025**

**\*Locations TBA**

Tuesday, September 3, 2024  
4:45-6:30 pm

***Orientation: Introduction to the Program***

Friday, September 13, 2024  
8:00 am-4:00 pm  
Saturday, September 14, 2024  
8:00 am-3:30 pm

***Opening Retreat***

***Opening Retreat***

Wednesday, September 18, 2024  
5:30 pm- 7:00 pm

***Leadership York Reception***

Tuesday, October 1, 2024  
4:30-7:45 pm

***DEI 101***

Tuesday, October 29, 2024  
4:30-7:45 pm

***Understanding the Past***

Tuesday, November 19, 2024  
4:30-7:45 pm

***Student Identity: Black***

Tuesday, December 17, 2024  
4:30-7:45 pm

***Student Identity: Latinx***

Tuesday, January 14, 2025  
4:30-7:45 pm

***Student Identity: LGBTQ+***

Tuesday, February 11, 2025  
4:30-7:45 pm

***Student Identity: Economically Challenged***

Tuesday, March 11, 2025  
4:30-7:45 pm

***Student Identity: Religion***

Tuesday, April 8, 2025  
4:30-7:45 PM

***Student Identity: Trauma***

Tuesday, May 6, 2025  
4:30-7:45 pm

***Student Identity: Asian***

Tuesday, May 13, 2025  
4:30-7:45 pm

***Make up Session (if needed)***

Tuesday, May 20, 2025  
4:30-6:30 pm

***Graduation***



For Office Use Only	
Date Rec'd	_____
Database	_____
Tuition Pd	_____
Check #	_____

## 2024-2025 Program Application

Last Name \_\_\_\_\_ First Name \_\_\_\_\_

Preferred name for nametag, directory, etc. \_\_\_\_\_

Pronouns  he/him  she/her  they/them Other (specify) \_\_\_\_\_

School District \_\_\_\_\_ Building \_\_\_\_\_

Position:  Administrator  Counselor  Nurse  Teacher

Other (specify) \_\_\_\_\_

Grade \_\_\_\_\_ Subject \_\_\_\_\_ Position \_\_\_\_\_

Business address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Business email \_\_\_\_\_ Business phone \_\_\_\_\_

Home address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Personal email \_\_\_\_\_ Cell phone \_\_\_\_\_

Immediate Administrator's name \_\_\_\_\_

Immediate Administrator's email address \_\_\_\_\_

**Contact preferences** (This is how you will be contacted and listed in the class directory.)

**Phone**  Cell  Business      **Email**  Personal  Business

**How did you hear about this program?**

Employer  Friend/colleague  Nonprofit for which I volunteer  Social media

LY e-newsletter  LY print newsletter Other \_\_\_\_\_



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## Application Requirements

Applicants must be employed and sponsored by an accredited, approved public school district or private school. Employers who sponsor program participants should select individuals with the following qualifications:

- Committed to valuing diversity and open to increasing awareness of personal bias.
- Committed to developing personal leadership skills.
- Willing to lead the way to increased acceptance of differences in the classroom, school, and district.
- **Able to attend and participate in the mandatory retreat and all curriculum sessions.**

Applications from those who meet these qualifications are accepted on a first come, first served basis during the application period of April 1-July 1. Class size is limited to maintain program quality. Tuition for Leadership for Diverse Schools is \$1,500 per person and is billed in July.

## Mandatory Program Requirements

Every participant in Leadership for Diverse Schools is expected to complete the following requirements (see enclosed schedule for dates and times):

- Attend a two-day fall retreat: Friday, September 13 (8 am-4 pm) & Saturday, September 14 (8 am-3:30 pm). **Attendance is mandatory.**
- **Attend and fully participate** in all evening curriculum sessions (October through May). It is necessary for participants to attend each session to participate in the discussions and activities, gain knowledge, and interact with speakers and class members.
- Agree to bring back the knowledge, skills, and tools needed to transform their classroom, school and district into a culturally competent community.

Yes  No I will attend the September 3, 2024 orientation.

Yes  No I will attend the September 13 – September 14, 2024 **mandatory** two-day retreat: Friday, September 13 (8 am-4 pm) and Saturday, September 14 (8 am-3:30 pm). Please comment and/or contact us to discuss any special considerations or accommodations you may need.  
Comments: \_\_\_\_\_

Yes  No I will attend all class sessions. If you have known schedule conflicts, please comment and/or contact us. \_\_\_\_\_

Yes  No I will bring information back to my school/district and share ideas with my colleagues.

- Yes    No   I expect to remain an educator in the area for the next several years.
- Yes    No   Are you currently involved in any diversity initiatives? If yes, please explain: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
- Yes    No   Have you served as a leader in your district in any way? If yes, in what capacity did you serve? \_\_\_\_\_  
 \_\_\_\_\_

What leadership skills do you need to better serve your school or district?  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Commitment Acknowledgement – Applicant**

I agree to fully participate in Leadership for Diverse Schools by fulfilling the attendance requirements, completing course objectives, participating in discussions and activities during class sessions, and bringing back the knowledge, skills, and tools needed to transform my classroom, school, and district into a culturally proficient community.

\_\_\_\_\_  
 Applicant Signature

**TUITION**

**Tuition for Leadership for Diverse Schools is \$1,500.** Tuition is billed in July and must be paid in full prior to orientation (September 3, 2024). Participants who withdraw from the LDS program less than 5 business days before orientation are assessed a \$150 fee to cover fixed costs incurred by Leadership York. Participants who withdraw from LDS any time after orientation are responsible for the full program tuition amount. No refunds will be issued to either the participant or their sponsoring organization.

The tuition fee for this Leadership for Diverse Schools applicant will be paid by:

Applicant     School District     Other (please list) \_\_\_\_\_

*NOTE: A small scholarship fund has been established to assist LDS applicants. Please call Leadership York for more details.*

**To be completed by School or District**

I believe that this candidate is qualified for Leadership for Diverse Schools. I will support this candidate in training and service commitment.

\_\_\_\_\_ (school or district) agrees to pay tuition in the amount of \$1,500 for \_\_\_\_\_ (applicant name).

\_\_\_\_\_  
Billing address for invoice

\_\_\_\_\_  
Phone/Email

\_\_\_\_\_  
Signature of supervisor/administrator

\_\_\_\_\_  
Typed/printed name

Leadership for Diverse Schools is presented by Leadership York, in partnership with the York Jewish Community Center.

**Please return completed applications to:**

Leadership York  
Attention: Eric C. Hoffman  
238 North George Street  
York, PA 17401

Or email to: [info@leadershipyork.org](mailto:info@leadershipyork.org)



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